DHI Group, Inc.

Q4 2017 Business Update & Financial Highlights

February 7, 2018

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Forward-Looking Statements

This presentation and oral statements made from time to time by our representatives contain forward-looking statements. You should not place undue reliance on those statements because they are subject to numerous uncertainties and factors relating to our operations and business environment, all of which are difficult to predict and many of which are beyond our control. Forward-looking statements include, without limitation, information concerning our possible or assumed future results of operations. These statements often include words such as "may," "will," "should," "believe," "expect," "anticipate," "intend," "plan," "estimate" or similar expressions. These statements are based on assumptions that we have made in light of our experience in the industry as well as our perceptions of historical trends, current conditions, expected future developments and other factors we believe are appropriate under the circumstances. Although we believe that these forward-looking statements are based on reasonable assumptions, you should be aware that many factors could affect our actual financial results or results of operations and could cause actual results to differ materially from those in the forward-looking statements. These factors include, but are not limited to, our ability to execute our tech-focused strategy, the review of potential dispositions of certain of our businesses and the terms and timing of any such transactions, our review of strategic alternatives from time to time, the results and timing of our search for a new Chief Executive Officer, competition from existing and future competitors in the highly competitive market in which we operate, failure to adapt our business model to keep pace with rapid changes in the recruiting and career services business, failure to maintain and develop our reputation and brand recognition, failure to increase or maintain the number of customers who purchase recruitment packages, cyclicality or downturns in the economy or industries we serve, the uncertainty surrounding the United Kingdom's future departure from the European Union, including uncertainty in respect of the regulation of data protection and data privacy, failure to attract qualified professionals to our websites or grow the number of qualified professionals who use our websites, failure to successfully identify or integrate acquisitions, U.S. and foreign government regulation of the Internet and taxation, our ability to borrow funds under our revolving credit facility or refinance our indebtedness and restrictions on our current and future operations under such indebtedness. These factors and others are discussed in more detail in the Company's filings with the Securities and Exchange Commission (SEC), all of which are available on the Investors page of our website at www.dhigroupinc.com, including the Company's Annual Report on Form 10-K for the fiscal year ended December 31, 2017 to be filed with the SEC, under the headings "Risk Factors," "Forward-Looking Statements" and "Management's Discussion and Analysis of Financial Condition and Results of Operations."

You should keep in mind that any forward-looking statement made by the Company or its representatives herein, or elsewhere, speaks only as of the date on which it is made. New risks and uncertainties come up from time to time, and it is impossible to predict these events or how they may affect us.

Business Update

Michael Durney
Chief Executive Officer

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2017 Progress Sets Foundation to Execute Tech-Focused Strategy

Strategic Objectives	Progress
Focus resources behind core tech talent brands	✓ Significant progress in non-tech business divestitures ✓ Established an organizational structure that supports strategy execution ✓ Implemented more efficient, cloud-based platform
Deepen engagement with professionals	✓ Increased investment in marketing for tech professionals ✓ Elevated the quantity and quality of highly relevant content production ✓ Increased distribution of career-related content across a variety of social channels and platforms
Invest further in solutions that address evolving recruiting needs	✓ Increased investment in product development ✓ Began implementing product roadmap, including new homepages for Dice and eFinancialCareers, new salary tools for Dice, and search functionality for eFinancialCareers

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Financial Overview

Luc Grégoire
Chief Financial Officer

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Unusual Items Impacting Q4 2017

- Unusual items in Q4 2017 increased net income $8.8 million or $0.18 per share and primarily included:
  - Disposition of Health eCareers on Dec. 4: Deal value $15 million; Pre-tax gain $6.7 million
  - $3.3 million ($2.0 million after tax) restitution award in the Oilpro related legal matter
  - Disposition related and other costs associated with divestitures and strategy implementation of $2.5 million ($1.6 million after tax)
  - Effective tax rate of 18% driven by discrete tax items of $4.7 million
    - Lower taxable gain on HeC disposition, R&D tax credits, reversal of tax uncertainties
    - Limited Tax Reform impact: benefit of remeasuring deferred tax liability offset by tax on deemed repatriation

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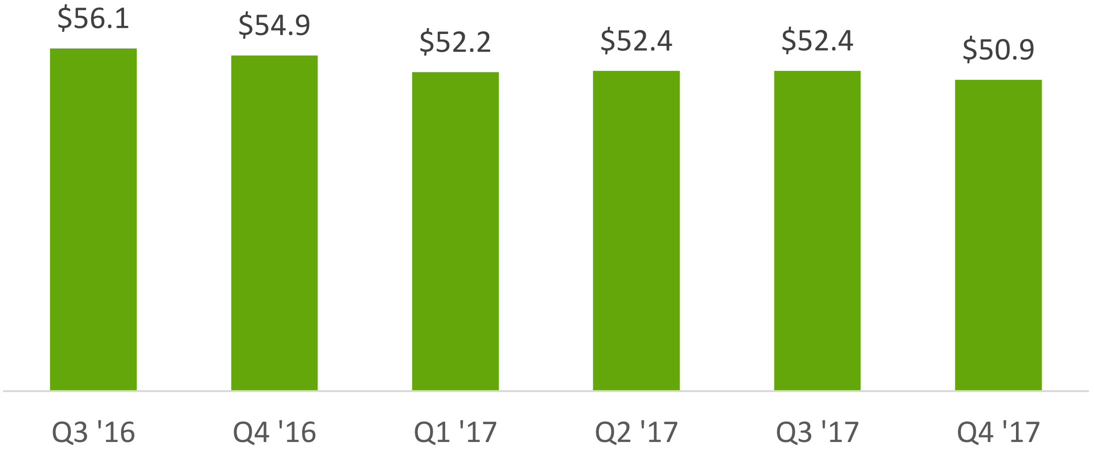
Revenue Highlights ($'s millions)

Quarterly Revenues



% Y/Y	(7)%	(9)%	(11)%	(9)%	(7)%	(7)%
% Y/Y excl. FX	(6)%	(7)%	(8)%	(8)%	(7)%	(8)%

Reporting Segment Revenue Summary

($ in millions)	Revenues			
	Q4 2017	Q4 2016	Change	Fx Impact
Tech-focused	$39.8	$41.7	(5%)	0.5
Healthcare	4.6	6.4	(28%)	-
Corporate and other	6.6	6.8	(3%)	-
Total	$50.9	$54.9	(7%)	0.5
Impact of Dec '17 Healthcare disposition	0.3	2.1	n.m.	-
Total revenue comparable basis	$50.6	$52.8	(4%)	0.5

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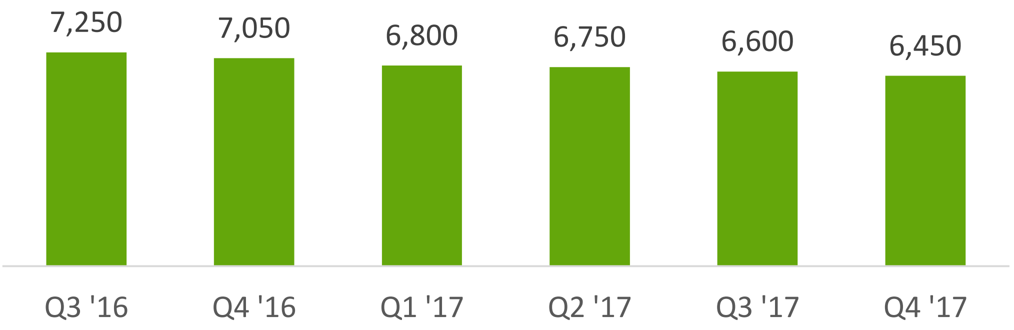
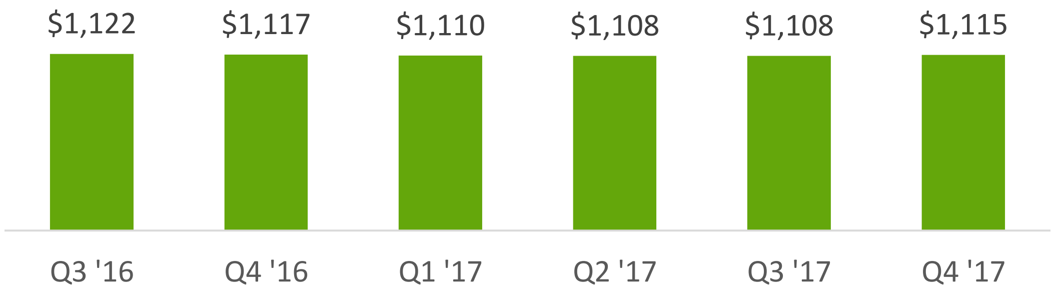
Dice U.S. Performance Metrics

Dice Ending RPC Count



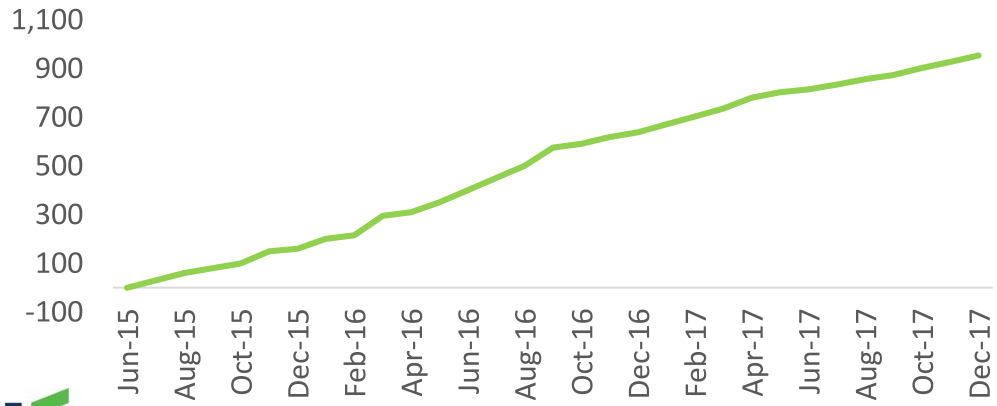
	Q3 '16	Q4 '16	Q1 '17	Q2 '17	Q3 '17	Q4 '17
Y/Y	(6%)	(7%)	(9%)	(8%)	(9%)	(9%)
Renewal rate (annual deals)	69%	67%	65%	66%	65%	65%

Dice Avg. Monthly Revenue Per RPC

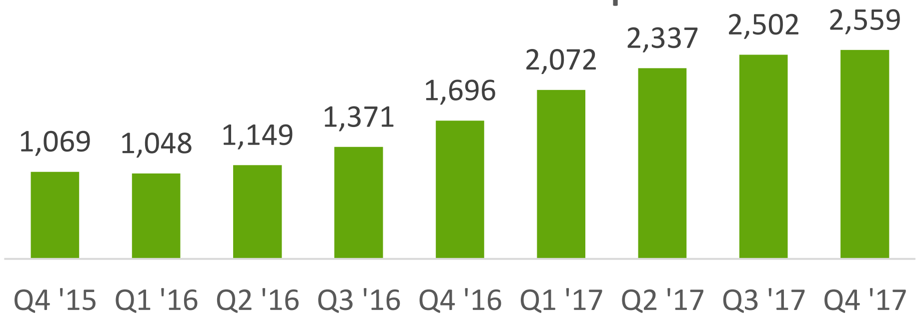


	Q3 '16	Q4 '16	Q1 '17	Q2 '17	Q3 '17	Q4 '17
Y/Y	2%	0%	(1%)	(1%)	(1%)	0%

Cumulative Active Search API Customers



of Dice Customers with Open Web



	Q4 '15	Q1 '16	Q2 '16	Q3 '16	Q4 '16	Q1 '17	Q2 '17	Q3 '17	Q4 '17
% Y/Y		37%	30%	33%	59%	98%	103%	82%	51%
% of Dice RPCs	14%	15%	16%	19%	24%	30%	34%	38%	39%

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Detailed Revenue Summary

($ in millions)	Revenue Q4 2017	Q4 2016	Change	Fx Impact %
Dice	$26.6	$29.5	(10%)	0%
eFinancialCareers	8.4	8.4	0%	5%
ClearanceJobs	4.7	3.8	23%	n.m.
Tech-Focused Business	39.8	41.7	(5%)	1%
Health eCareers	4.6	6.4	(28%)	n.m
HCareers	3.5	3.4	2%	0%
Rigzone	1.9	2.0	(9%)	1%
BioSpace	1.2	1.3	(7%)	n.m.
Non-Tech businesses	11.2	13.2	(15%)	0%
Total	$50.9	$54.9	(7%)	1%

Operations Summary

($ in thousands)	For the three months ended December 31, 2017	2016
Revenues	$ 50,936	$ 54,398
Operating expenses:		
Cost of revenues	7,293	7,569
Product development	5,754	6,391
Sales and marketing	20,870	18,878
General and administrative	9,970	10,862
Depreciation	2,049	2,210
Amortization of intangible assets	452	681
Disposition related and other costs	2,510	-
Total operating expenses	48,898	46,591
Other operating income		
Gain on sale of business	6,699	-
Proceeds from restitution payment	3,293	-
Operating income	12,030	8,347
Interest expense and other	681	884
Income before income taxes	11,349	7,463
Income tax expense	(409)	1,985
Net income	$ 11,758	$ 5,478
Weighted average diluted shares outstanding	48,400	47,444
Diluted earnings per share	$0.24	$0.11
Adjusted EBITDA	$ 11,439	$ 13,883
Adjusted EBITDA Margin	22.5%	25.5%
Operating Cash Flow	$ 7,230	$ 7,985

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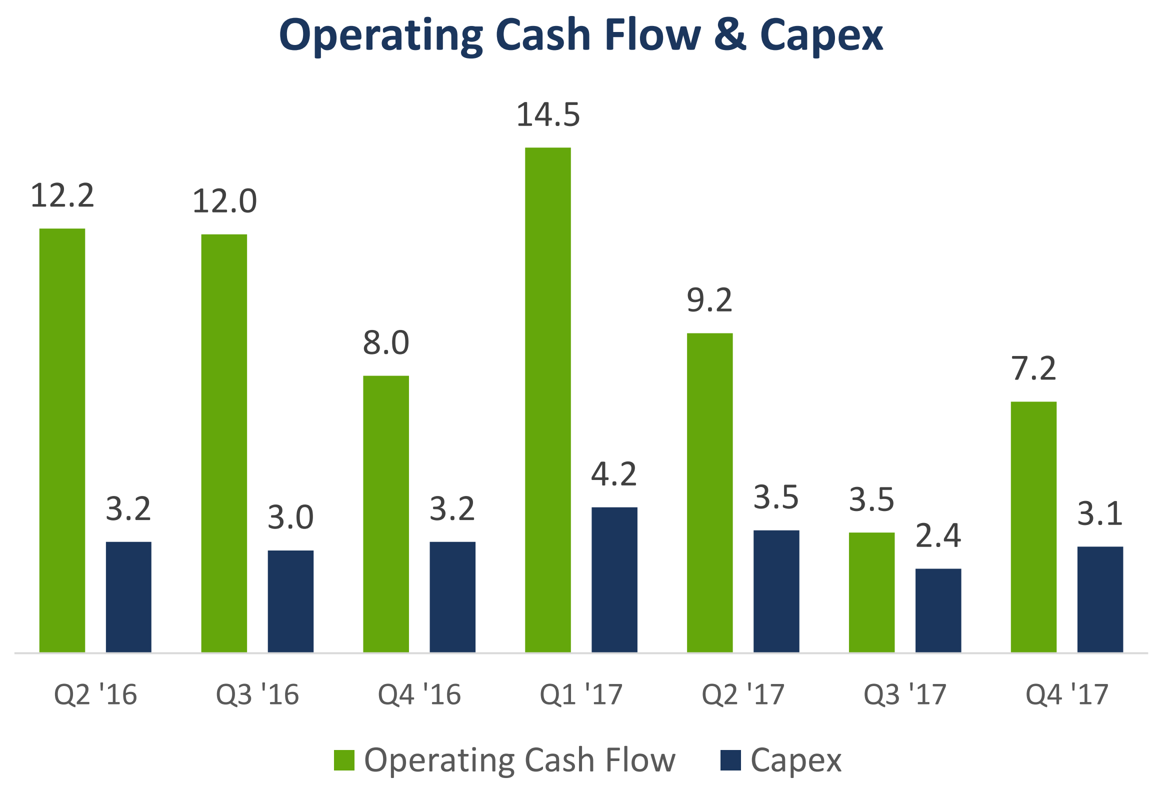
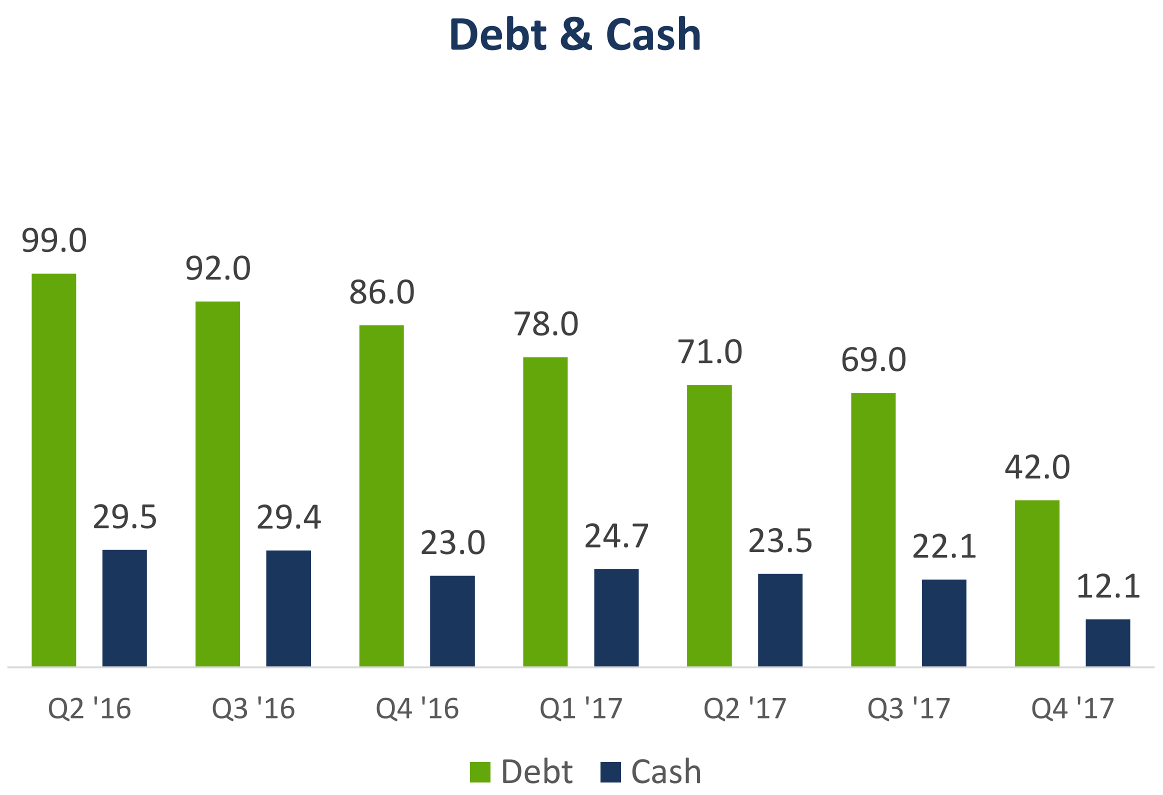
Cash Flow & Balance Sheet ($'s millions)





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2018 Financial Outlook

- Topline
  - Dice: Modest improvement to revenue decline rate; billings improving more later in year
  - ClearanceJobs: Continued growth, but modestly slower than 2017
  - eFinancialCareers: In line with 2017

- Adjusted EBITDA margin % in line with 2017
  - Continued product development investment
  - Marketing at annualized Q4 2017 run-rate
  - Other operating cost efficiencies offset investments in product and marketing
  - Excludes any impact of revenue recognition accounting changes in 2018

- Other
  - Depreciation & amortization modestly lower than 2017
  - Stock based compensation in line with 2017
  - Interest expense lower than 2017, due to reduced average debt balance
  - Tax rate approximately 25%
  - Diluted share count up a few percentage points

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Wrap Up + Q&A

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Appendix

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Notes Regarding the Use of Non-GAAP Financial Measures

Notes Regarding the Use of Non-GAAP Financial Measures

The Company has provided certain non-GAAP financial information as additional information for its operating results. These measures are not in accordance with, or an alternative for, generally accepted accounting principles in the United States (“GAAP”) and may be different from similarly titled non-GAAP measures reported by other companies. The Company believes that its presentation of non-GAAP measures, such as adjusted earnings before interest, taxes, depreciation, amortization, non-cash stock based compensation expense, other non-recurring income or expense (“Adjusted EBITDA”) and Adjusted EBITDA margin provides useful information to management and investors regarding certain financial and business trends relating to its financial condition and results of operations. In addition, the Company’s management uses these measures for reviewing the financial results of the Company and for budgeting and planning purposes. The non-GAAP measures apply to consolidated results and results by segment or other measure as shown within this document. The Company has provided required reconciliations to the most comparable GAAP measures elsewhere in the document.

Adjusted EBITDA and Adjusted EBITDA Margin

Adjusted EBITDA and Adjusted EBITDA Margin are non-GAAP metrics used by management to measure operating performance. Management uses Adjusted EBITDA as a performance measure for internal monitoring and planning, including preparation of annual budgets, analyzing investment decisions and evaluating profitability and performance comparisons between us and our competitors. The Company also uses this measure to calculate amounts of performance based compensation under the senior management incentive bonus program. Adjusted EBITDA, as defined in our Credit Agreement, represents net income plus (to the extent deducted in calculating such net income) interest expense, income tax expense, depreciation and amortization, non-cash stock option expenses, losses resulting from certain dispositions outside the ordinary course of business, certain write-offs in connection with indebtedness, impairment charges with respect to long-lived assets, expenses incurred in connection with an equity offering, extraordinary or non-recurring non-cash expenses or losses, transaction costs in connection with the Credit Agreement up to $150,000, deferred revenues written off in connection with acquisition purchase accounting adjustments, write-off of non-cash stock compensation expense, and business interruption insurance proceeds, minus (to the extent included in calculating such net income) non-cash income or gains, interest income, and any income or gain resulting from certain dispositions outside the ordinary course of business. We present Adjusted EBITDA as a supplemental performance measure because we believe that this measure provides our board of directors, management and investors with additional information to measure our performance, provide comparisons from period to period and company to company by excluding potential differences caused by variations in capital structures (affecting interest expense) and tax positions (such as the impact on periods or companies of changes in effective tax rates or net operating losses), and to estimate our value. We also present Adjusted EBITDA because covenants in our Credit Agreement contain ratios based on this measure. Our Credit Agreement is material to us because it is one of our primary sources of liquidity. If our Adjusted EBITDA were to decline below certain levels, covenants in our Credit Agreement that are based on Adjusted EBITDA may be violated and could cause a default and acceleration of payment obligations under our Credit Agreement. Adjusted EBITDA Margin is computed as Adjusted EBITDA divided by Revenues. Adjusted EBITDA and Adjusted EBITDA Margin are not measurements of our financial performance under GAAP and should not be considered as an alternative to net income, operating income or any other performance measures derived in accordance with GAAP as a measure of our profitability.

GAAP to Non-GAAP Reconciliation

	For the three months ended December 31, 2017	2016
Reconciliation of Net Income (Loss) to Adjusted EBITDA:		
Net income (loss)	**$ 11,758**	**$ 5,478**
Interest expense	668	888
Income tax (benefit) expense	(409)	1,985
Depreciation	2,049	2,210
Amortization of intangible assets	452	681
Non-cash stock compensation expense	2,333	2,395
(Gain) loss on sale of business	(6,699)	—
Costs related to divestitures	1,274	—
Other	13	246
Adjusted EBITDA	$ 11,439	$ 13,883
Reconciliation of Operating Cash Flows to Adjusted EBITDA:		
Net cash provided by operating activities	**$ 7,230**	**$ 7,985**
Interest expense	668	888
Amortization of deferred financing costs	(48)	(81)
Income tax expense	(409)	1,985
Deferred income taxes	(235)	1,291
Change in accrual for unrecognized tax benefits	2,012	1,089
Change in accounts receivable	8,631	5,766
Change in deferred revenue	(4,486)	(2,863)
Costs related to divestitures	1,274	—
Changes in working capital and other	(3,198)	(2,177)
Adjusted EBITDA	$ 11,439	$ 13,883

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